

SUMMARY REPORT

Staff Experience Survey

South Central Academy

October 2025



OVERALL SUMMARY



75%

Response Rate



148

Respondents



Oct 2025

Survey time

During **October 2025**, **South Central Academy** ran a staff experience survey.

A total of **148 staff members** finished the survey. With a response rate of **75%** the results are a good staff body representation.

Throughout this report your results are benchmarked against your previous staff survey results and **National - Sep 2025 Demo benchmark. Responses collected up to Sep 2025, comprising of answers from up to 73,530 staff members.**

KEY PERFORMANCE INDICATOR

General job satisfaction

In the past three months, how often have you considered resigning from your post?

Staff at South Central Academy are responding more positively than the benchmark. The results are above the previous results. To build on these results, consider exploring what is contributing to the most positive staff responses and whether those practices can be shared more widely.

59%

Positive responses

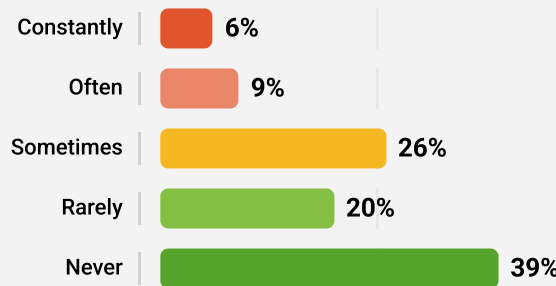
+11%

Difference from previous

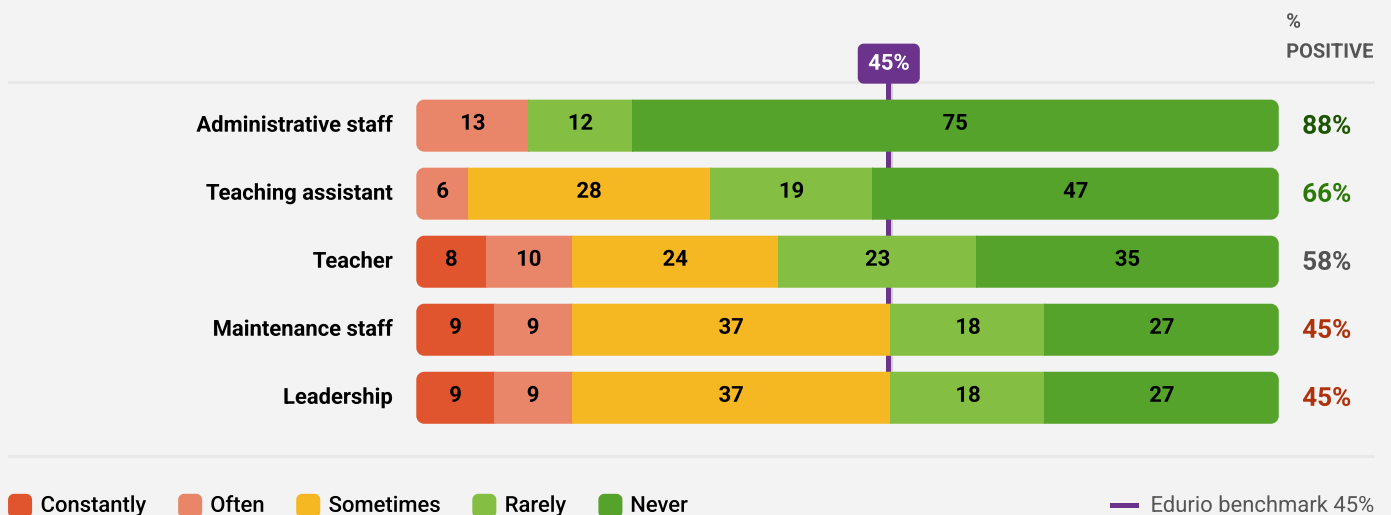
+14%

Difference from benchmark

Overall Response Distribution Graph



Breakdown by Profession



EXECUTIVE SUMMARY

Comparison with previous

Compared with the previous "Staff Experience Survey".

NOTABLE GROWTH

Communication and General job satisfaction

SIGNS OF A DECREASE

Pay and Benefits

SIGNIFICANT DECREASE

Staff support and relationships and Health and emotional wellbeing

MODULE	POSITIVE RESPONSES	DIFFERENCE FROM COMPARISON
Safety	90%	+1%
Staff support and relationships 1/3 questions matched	79%	-16%
General job satisfaction	66%	+8%
Communication 1/3 questions matched	64%	+8%
Career opportunities 2/4 questions matched	52%	+2%
Trust perception 0/3 questions matched	44%	-
Professional support 0/5 questions matched	41%	-
Leadership dynamics 0/3 questions matched	41%	-
Pay and Benefits 2/3 questions matched	41%	-5%
Pupil behaviour 0/3 questions matched	33%	-
Health and emotional wellbeing	26%	-15%
Workload 2/3 questions matched	25%	+2%

EXECUTIVE SUMMARY

Benchmark comparison

Compared against the National - Sep 2025 benchmark.

CLEAR STRENGTH

Communication and General job satisfaction

CLEAR GAP

Professional support, Career opportunities, Health and emotional wellbeing, Workload, and Pupil behaviour

SIGNIFICANT GAP

Trust perception

MODULE	POSITIVE RESPONSES	DIFFERENCE FROM BENCHMARK
Safety	90%	+2%
Staff support and relationships	79%	-5%
General job satisfaction	66%	+11%
Communication	64%	+13%
Career opportunities	52%	-9%
Trust perception	44%	-20%
Professional support	41%	-7%
Leadership dynamics	41%	+2%
Pay and Benefits	41%	-3%
Pupil behaviour	33%	-8%
Health and emotional wellbeing	26%	-12%
Workload	25%	-8%

AREA: NOTABLE GROWTH

You are seeing indications of a solid improvement. It appears the initiatives in place may be starting to have the desired effect.



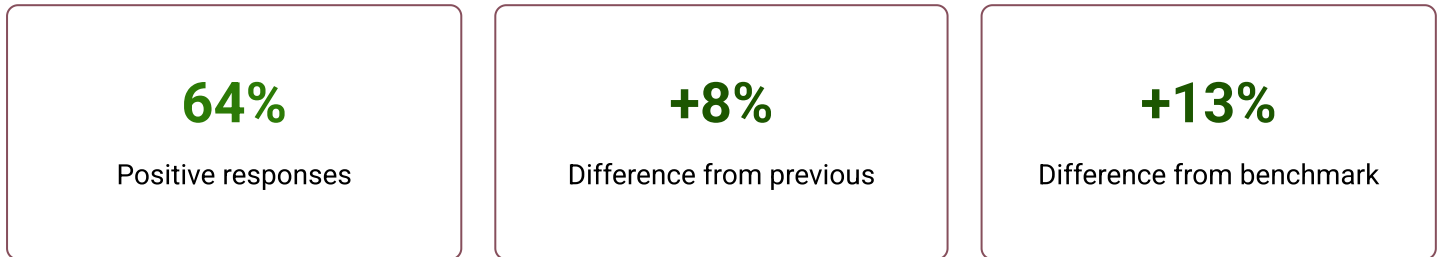
***Communication and General job satisfaction* modules show notable growth compared with the last survey.**

- **Celebrate:** This positive trend suggests you are on the right path.
- **Reflect:** Look for variation between groups. Are some areas driving this growth while others remain static? What can you learn from the high-performing areas?
- **Enquire:** What does this growth mean for your staff? Consider asking them how these improvements have impacted their daily working lives to deepen your understanding.

AREA: NOTABLE GROWTH

Communication

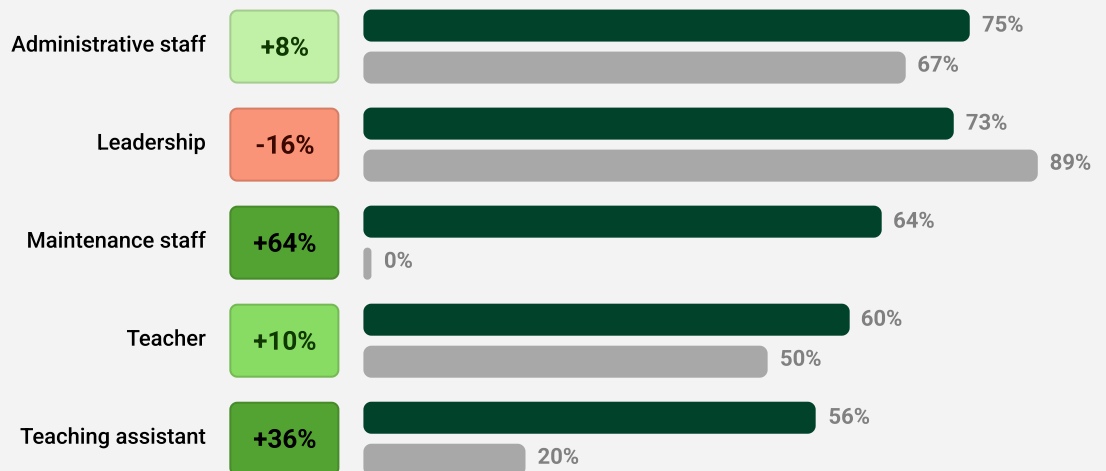
These are the overall results for the Communication module. They are significantly above the benchmark. Compared with the previous results, they show a clear improvement.



Question	POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK
In general, how satisfied are you with the communication between you and your leadership?	60%	-	+11%
How often is information about work-related day-to-day changes communicated to you in a timely manner?	62%	+8%	+16%
How satisfied are you with the communication among staff in general?	72%	-	+12%

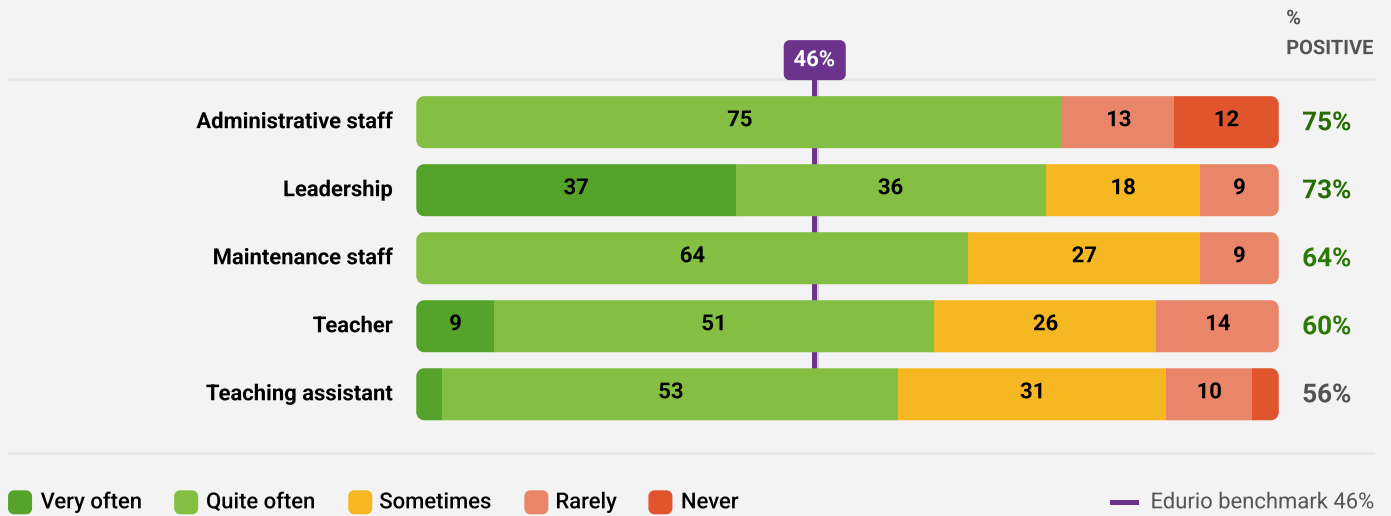
How often is information about work-related day-to-day changes communicated to you in a timely manner?

% responding 'Very often' or 'Quite often'

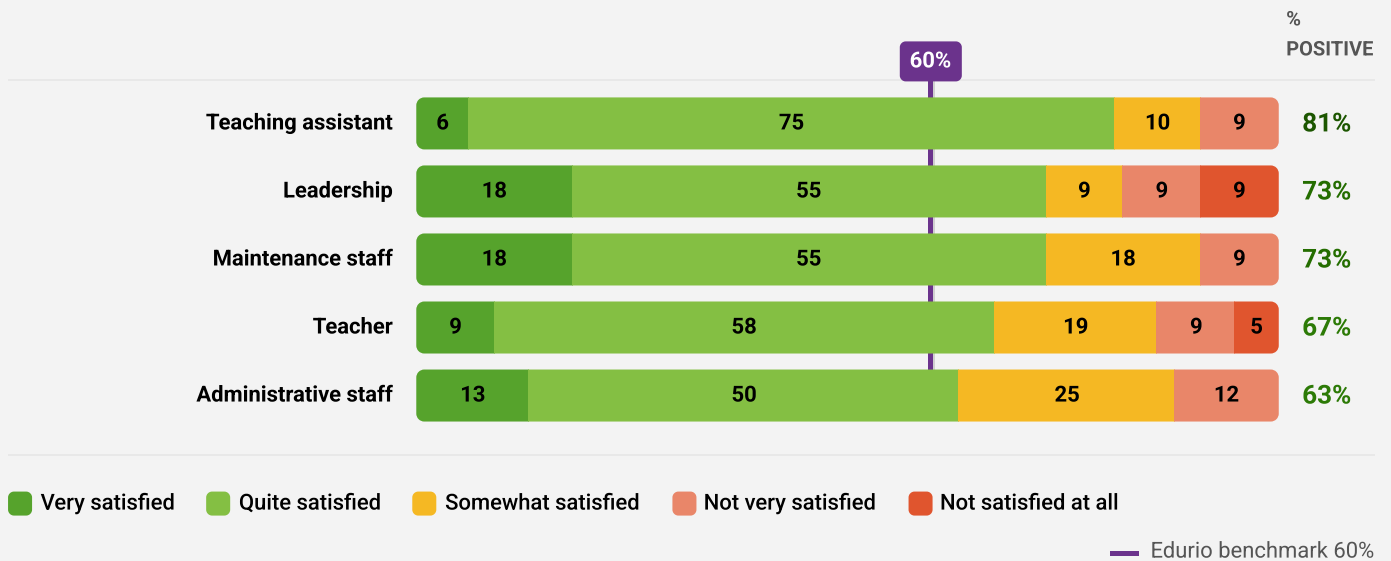


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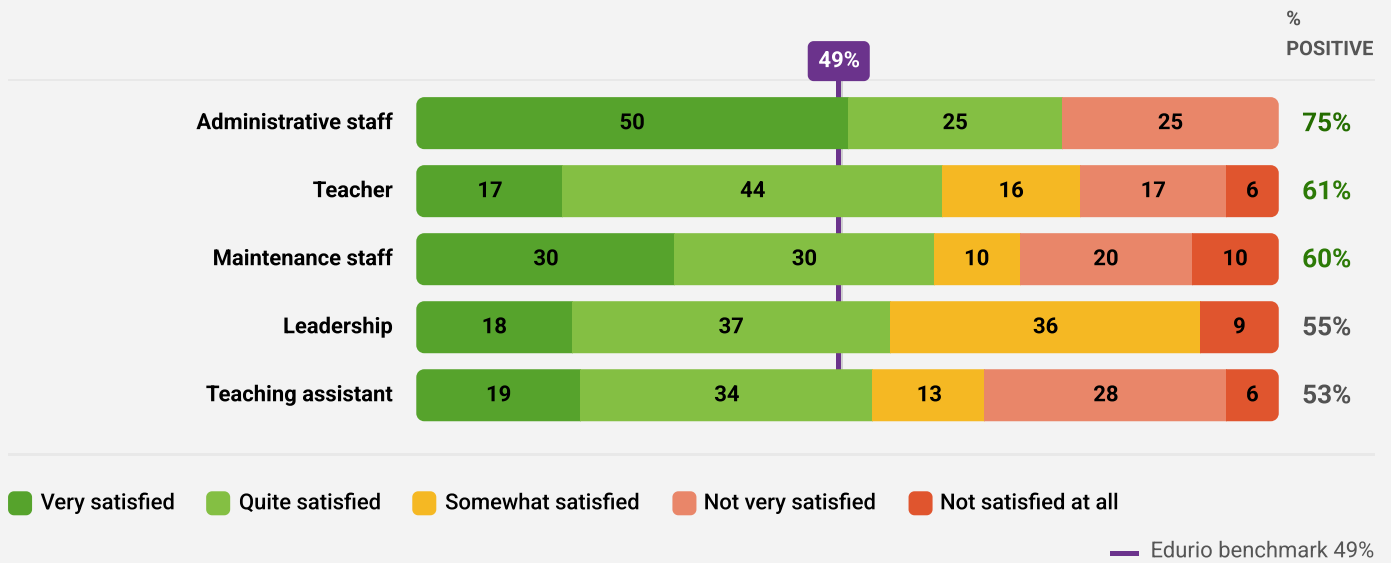
How often is information about work-related day-to-day changes communicated to you in a timely manner?



How satisfied are you with the communication among staff in general?



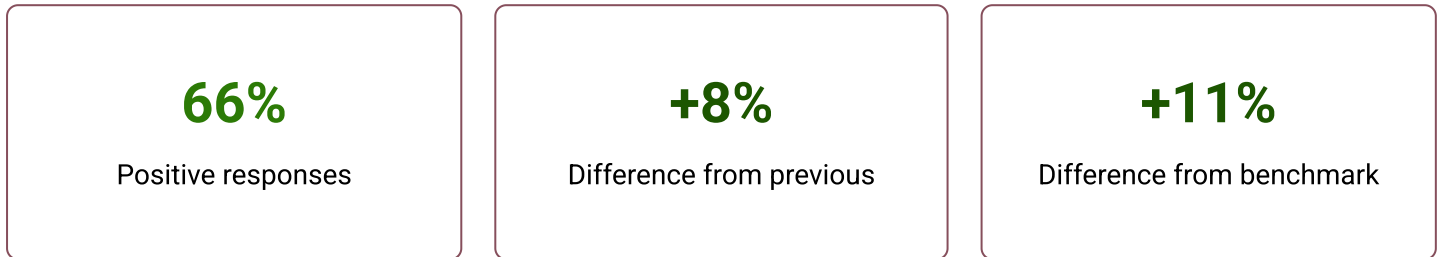
In general, how satisfied are you with the communication between you and your leadership?



AREA: NOTABLE GROWTH

General job satisfaction

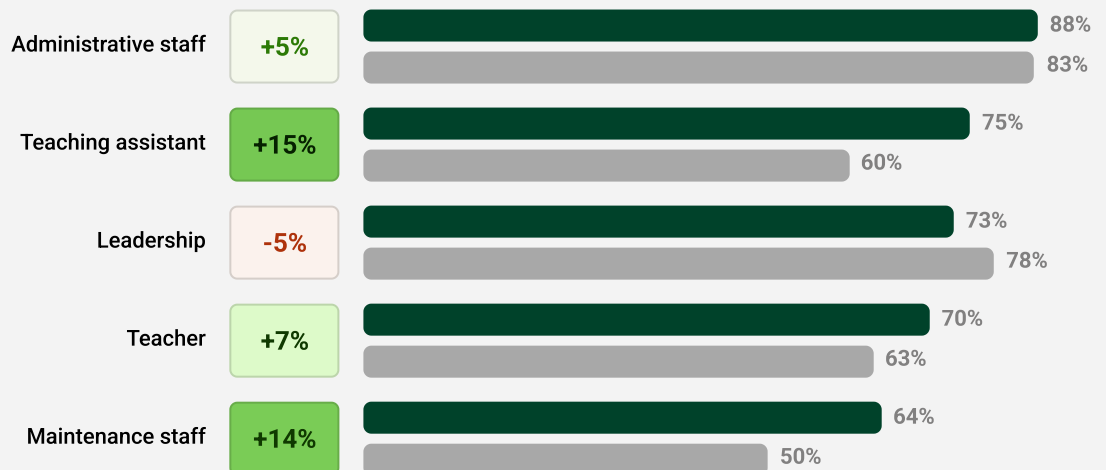
These are the overall results for the General job satisfaction module. They are significantly above the benchmark. Compared with the previous results, there is a clear improvement.



Question	POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK
On a scale from 1-10, how likely are you to recommend your workplace as a good place to work?	72%	+5%	+7%
In the past three months, how often have you considered resigning from your post?	59%	+11%	+14%

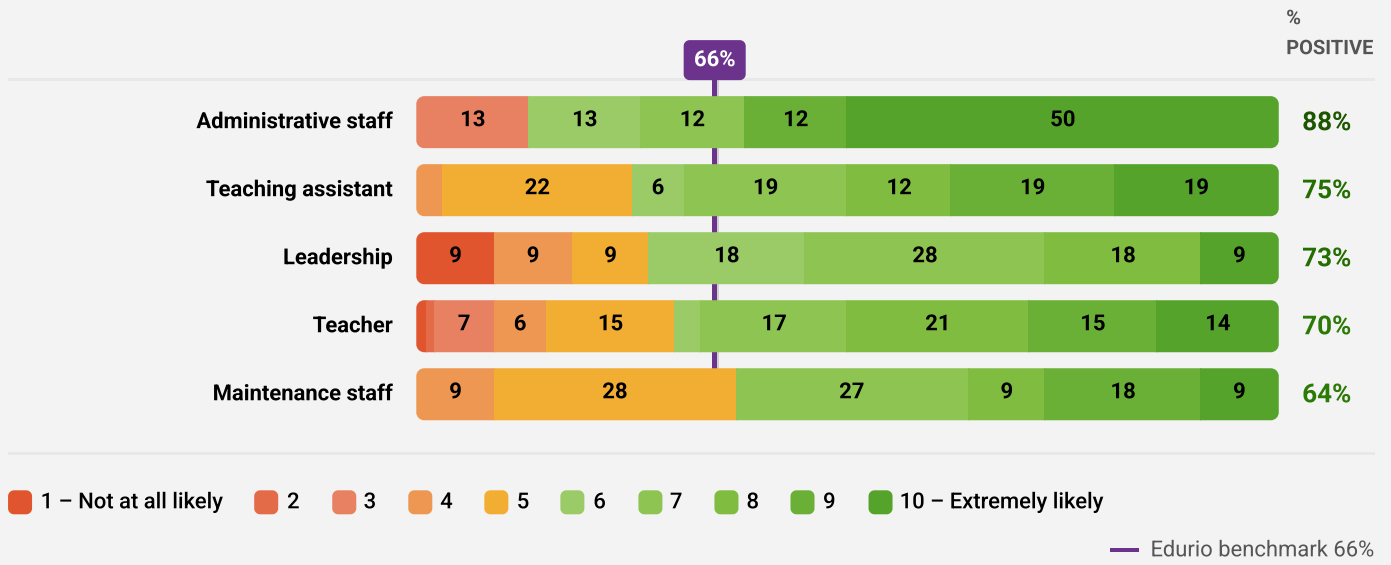
On a scale from 1-10, how likely are you to recommend your workplace as a good place to work?

% responding positively



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On a scale from 1-10, how likely are you to recommend your workplace as a good place to work?



AREA: SIGNS OF A DECREASE

There is a slight downward shift in the results. While this is not necessarily a cause for concern, it may be worth investigating the reasons for the change.



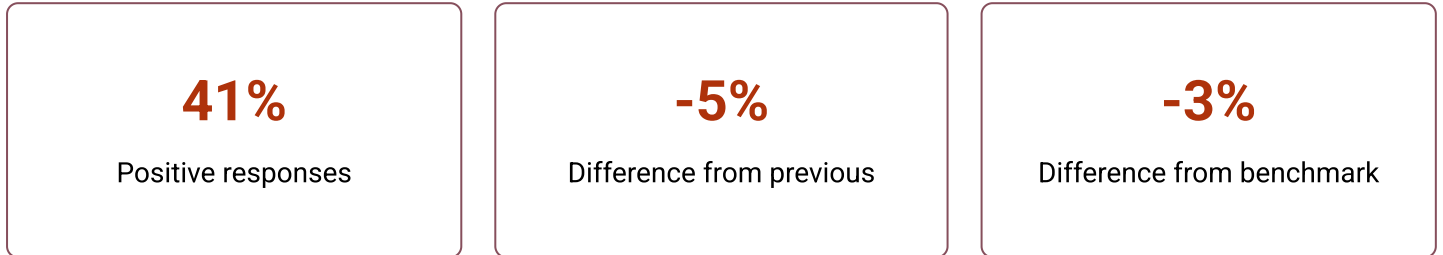
Pay and Benefits module shows signs of a decrease.

- **Investigate:** Is this a natural fluctuation, or are your staff telling you something subtle?
- **Reflect:** Has there been a minor disruption, a change in workload or a communication gap recently that might have influenced perceptions?
- **Enquire:** Engage in listening exercises. Ask staff in the affected areas what might be affecting their experience at work.

AREA: SIGNS OF A DECREASE

Pay and Benefits

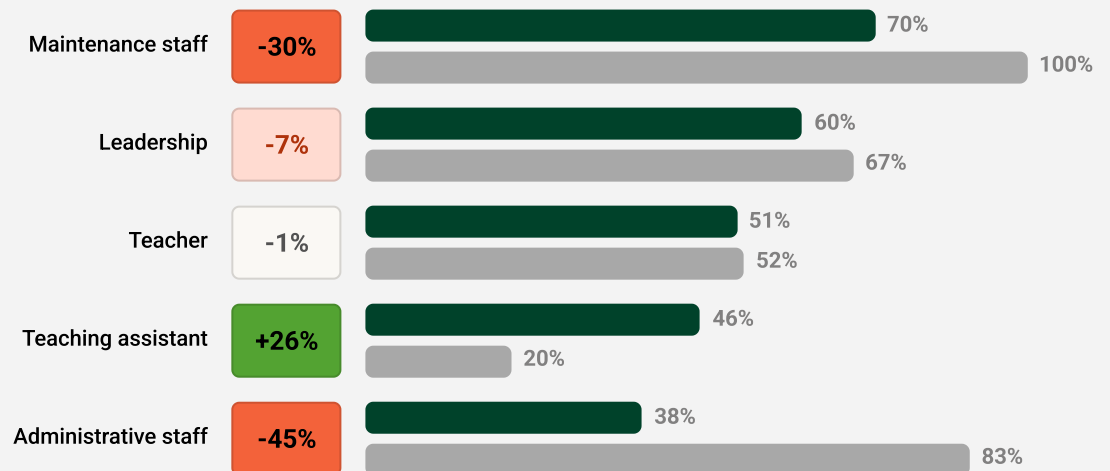
These are the overall results for the Pay and Benefits module. They are slightly below the benchmark. Compared with the previous results, they show a slight decrease.



Question	POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK
How fair is your pay, compared to similar roles in the organisation?	37%	-4%	-9%
How suitable to your personal needs are employee benefits, e.g., health care, insurance, time off etc., provided by your workplace?	52%	-5%	-2%
How satisfied are you with the options for flexible working currently available to you (including options for part-time work)?	35%	-	+2%

How suitable to your personal needs are employee benefits, e.g., health care, insurance, time off etc., provided by your workplace?

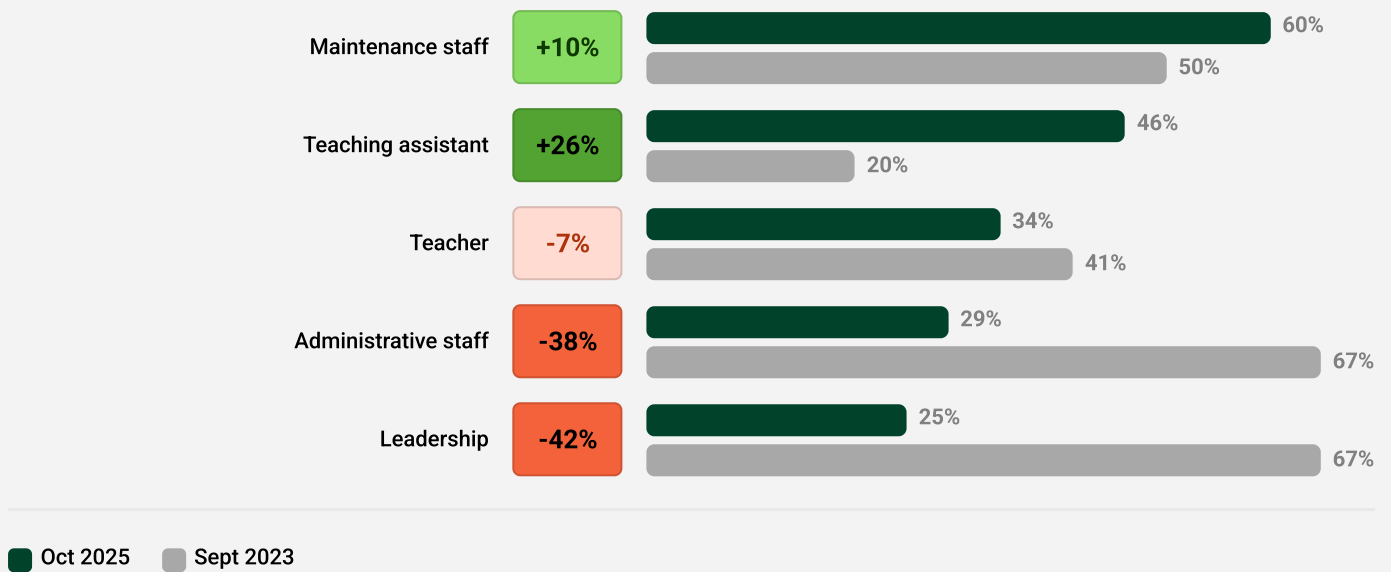
% responding 'Very suitable' or 'Quite suitable'



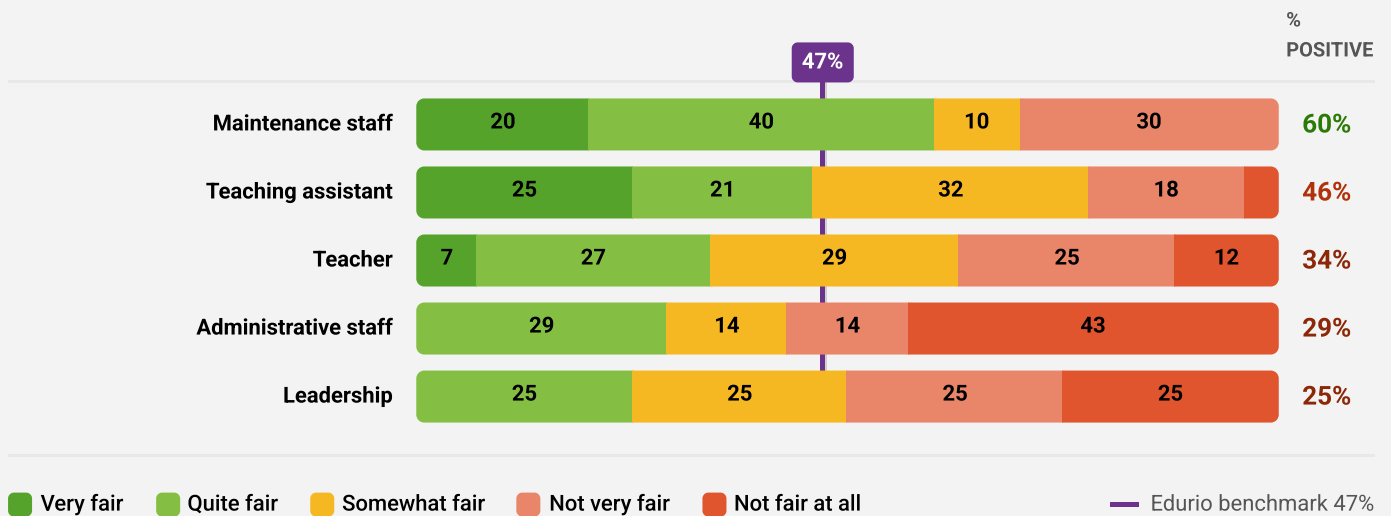
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How fair is your pay, compared to similar roles in the organisation?

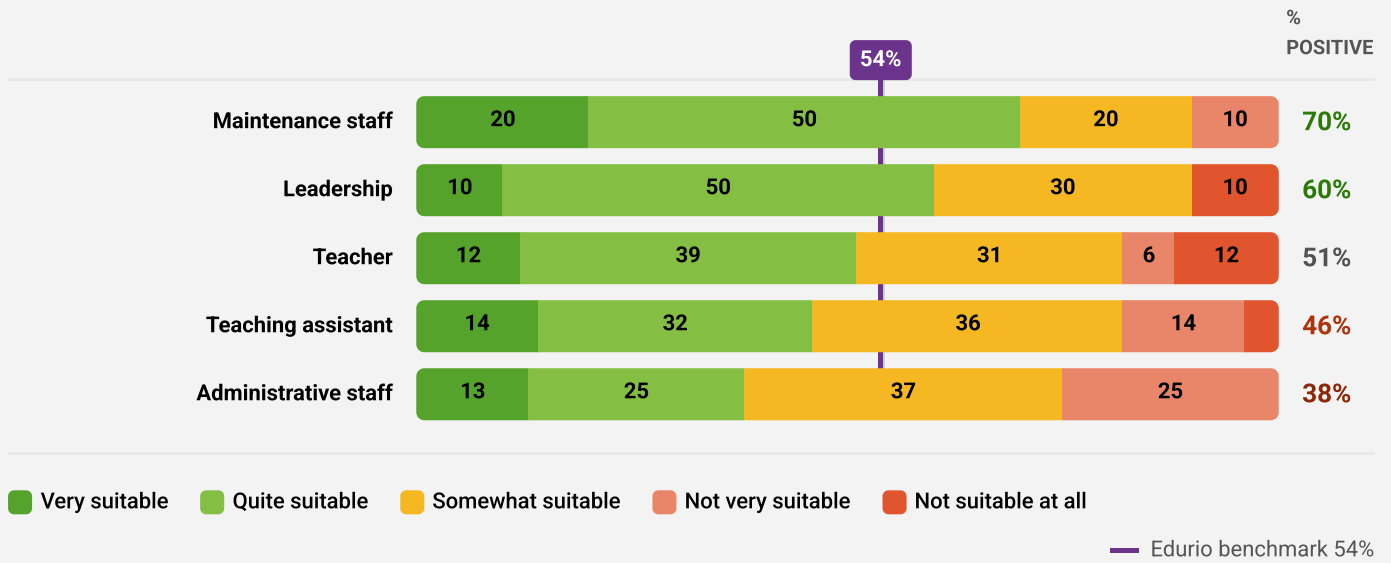
% responding 'Very fair' or 'Quite fair'



How fair is your pay, compared to similar roles in the organisation?



How suitable to your personal needs are employee benefits, e.g., health care, insurance, time off etc., provided by your workplace?



AREA: CLEAR GAP

You are noticeably underperforming compared with peers in the sector.



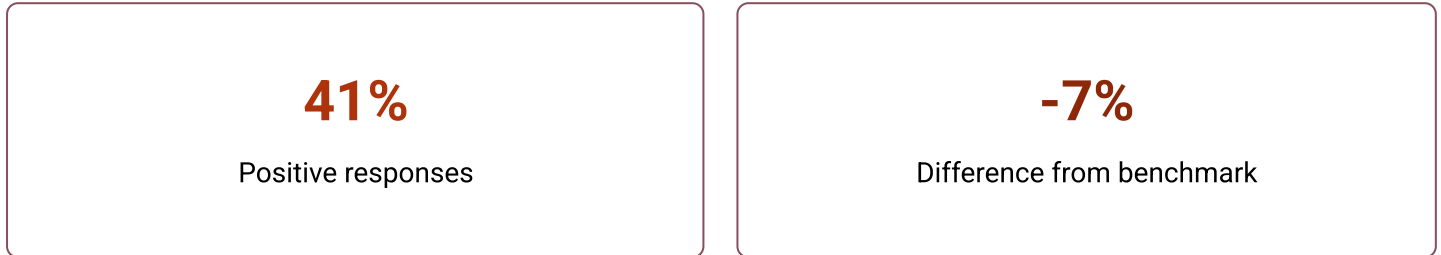
Professional support, Career opportunities, Workload and Pupil behaviour modules show a clear gap, falling noticeably below the benchmark.

- **Explore:** This suggests an area of relative weakness in the staff experience compared with the wider sector.
- **Reflect:** Is there a structural reason for this? Or is it a cultural difference?
- **Enquire:** Don't assume the cause. Ask staff to share their views on why other organisations may be scoring higher and what your school might be overlooking.

AREA: CLEAR GAP

Professional support

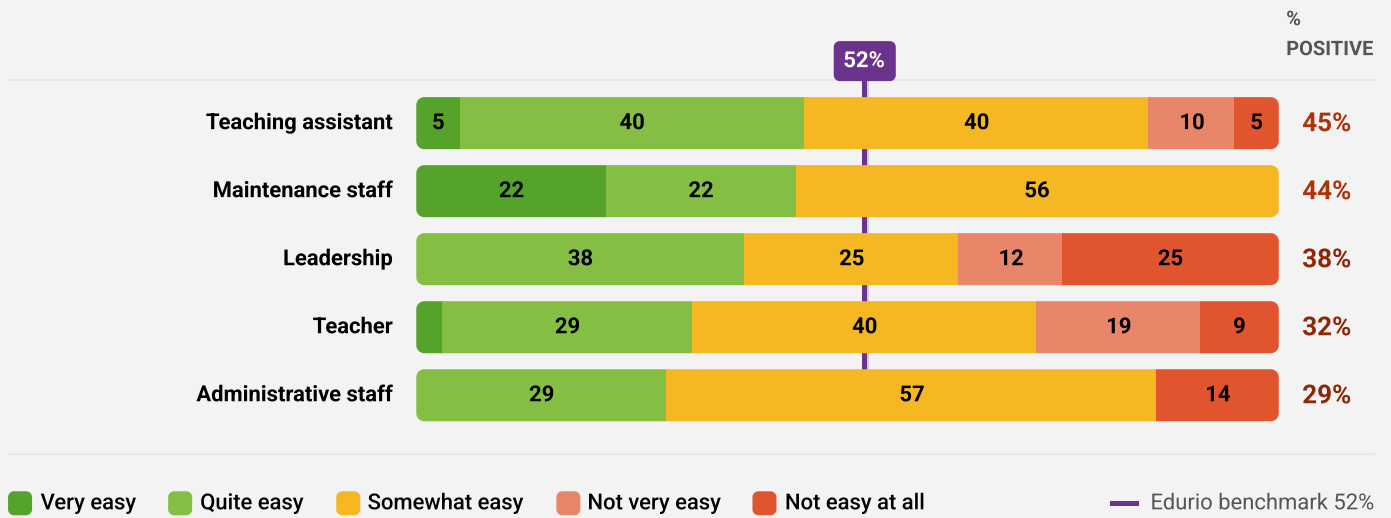
These are the overall results for the Professional support module. They are notably below the benchmark.



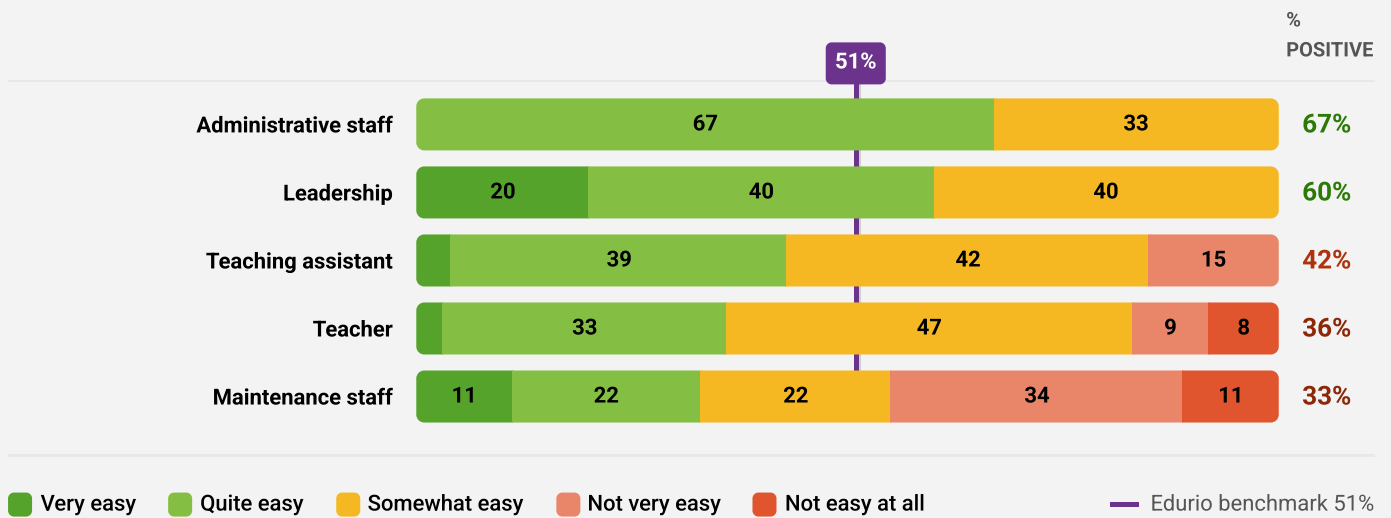
Question	POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK
How easy is it to get support with marking and assessment?	40%	-	-11%
How easy it to get support with pupil family engagement?	35%	-	+3%
How easy is it to get support with lesson preparation?	55%	-	+1%
How easy is it to get support with administrative tasks and data management?	36%	-	-15%
How easy is it to get support with your mental and emotional wellbeing?	39%	-	-16%



How easy is it to get support with administrative tasks and data management?



How easy is it to get support with marking and assessment?



AREA: CLEAR GAP

Career opportunities

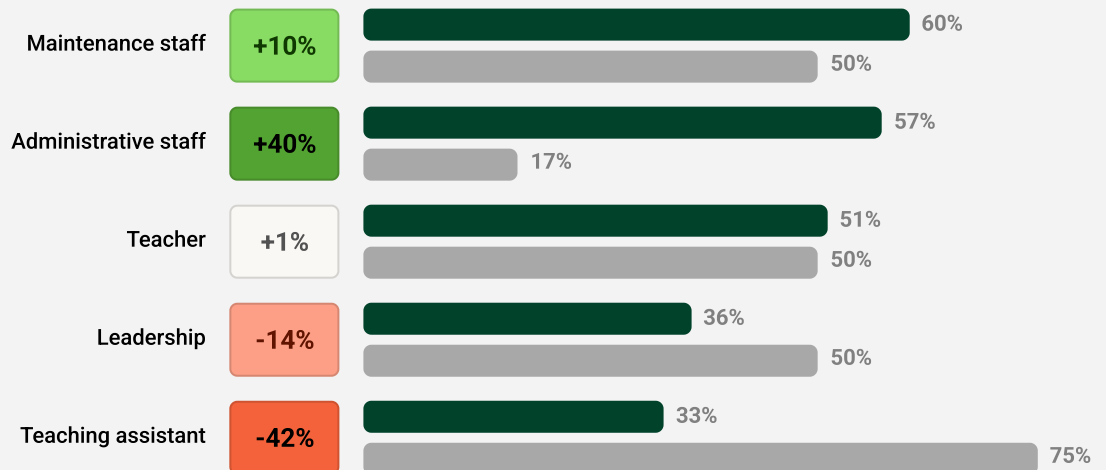
These are the overall results for the Career opportunities module. They are significantly below the benchmark. Compared with the previous results, they are largely consistent.

<p>52%</p> <p>Positive responses</p>	<p>+2%</p> <p>Difference from previous</p>	<p>-9%</p> <p>Difference from benchmark</p>
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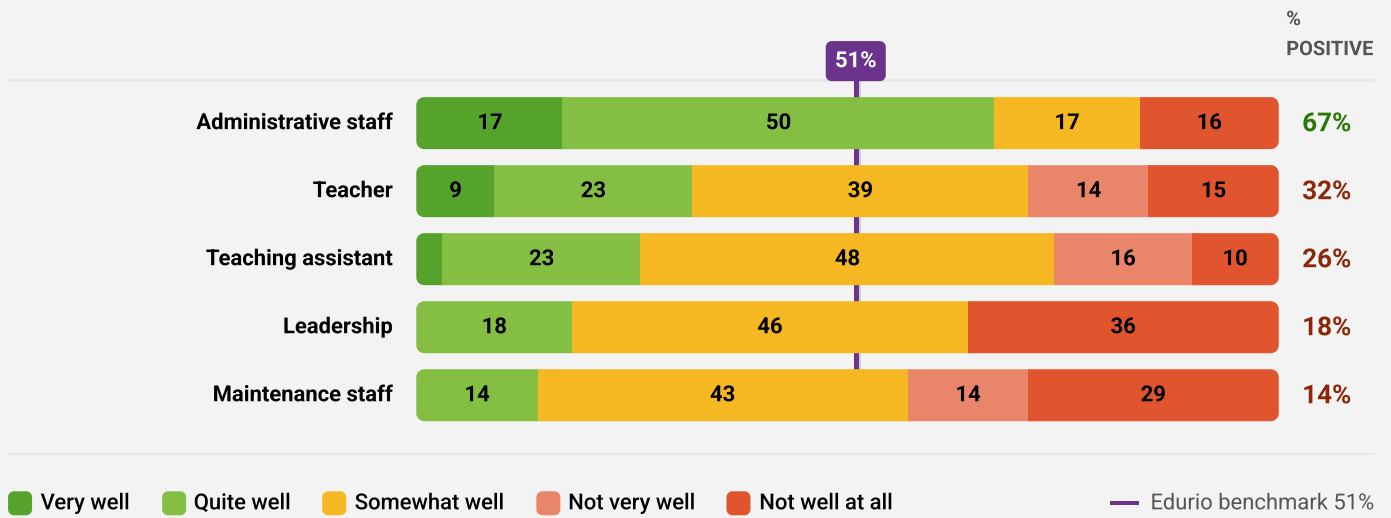
Question	POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK
How satisfied are you with the performance management (appraisal) procedures in your workplace?	47%	+2%	-8%
How satisfied are you with opportunities for career progression in your workplace?	44%	-	-3%
Have you ever felt discouraged from applying for promotion in your time here?	83%	0%	-5%
How well do the professional development activities available to you suit your needs?	30%	-	-21%

How satisfied are you with the performance management (appraisal) procedures in your workplace?

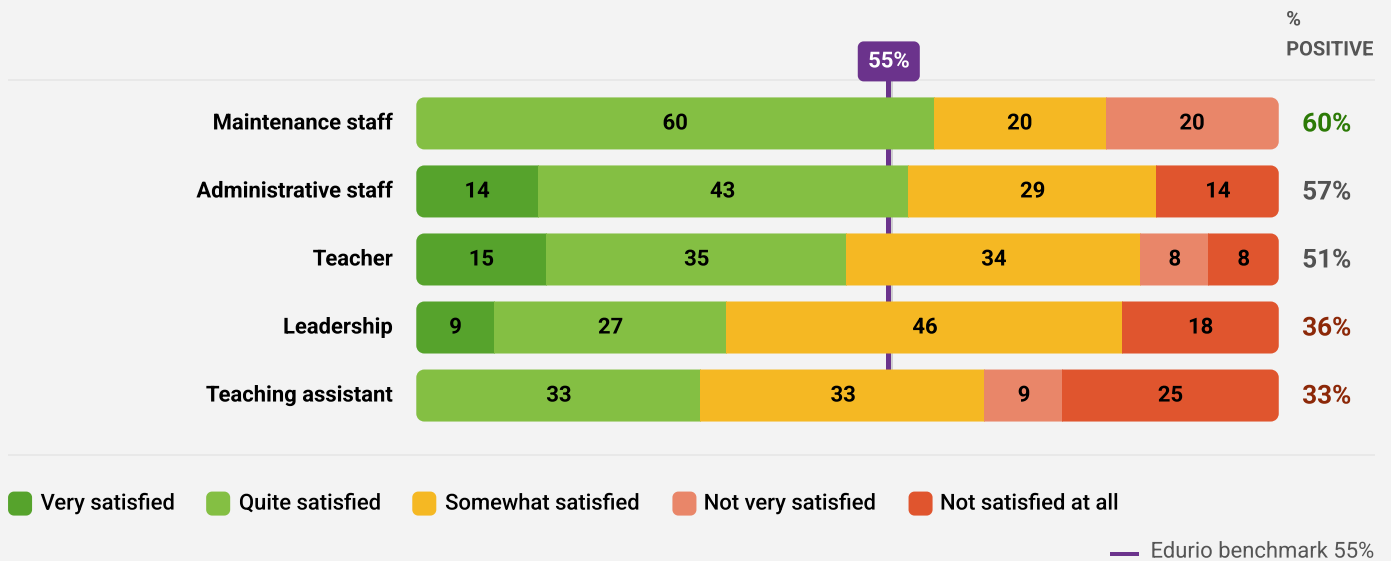
% responding 'Very satisfied' or 'Quite satisfied'



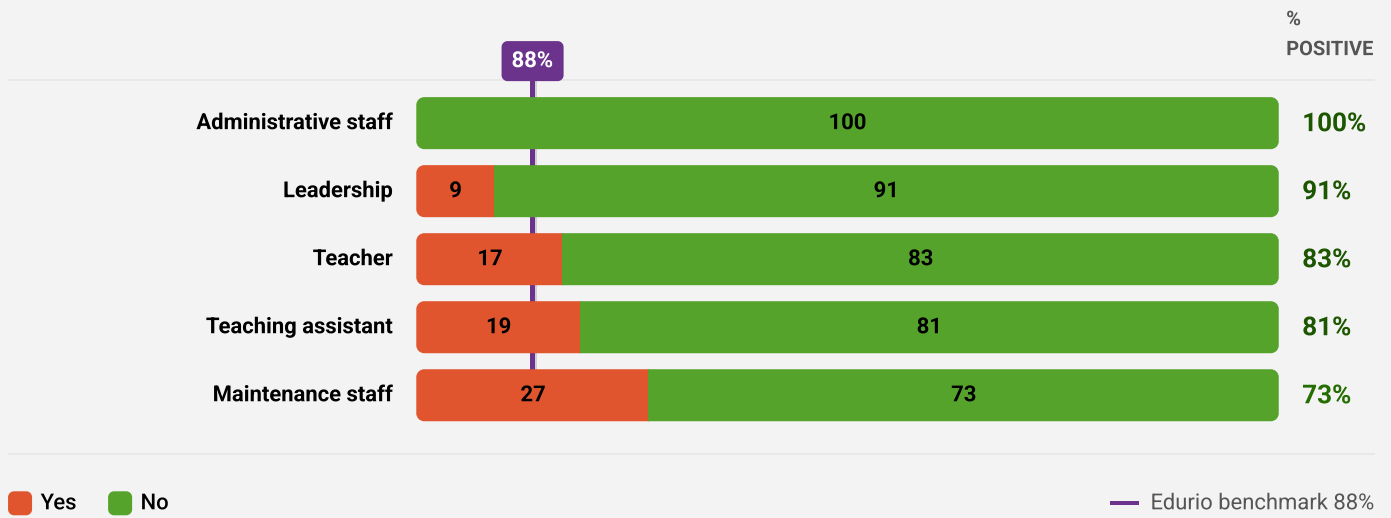
How well do the professional development activities available to you suit your needs?



How satisfied are you with the performance management (appraisal) procedures in your workplace?



Have you ever felt discouraged from applying for promotion in your time here?



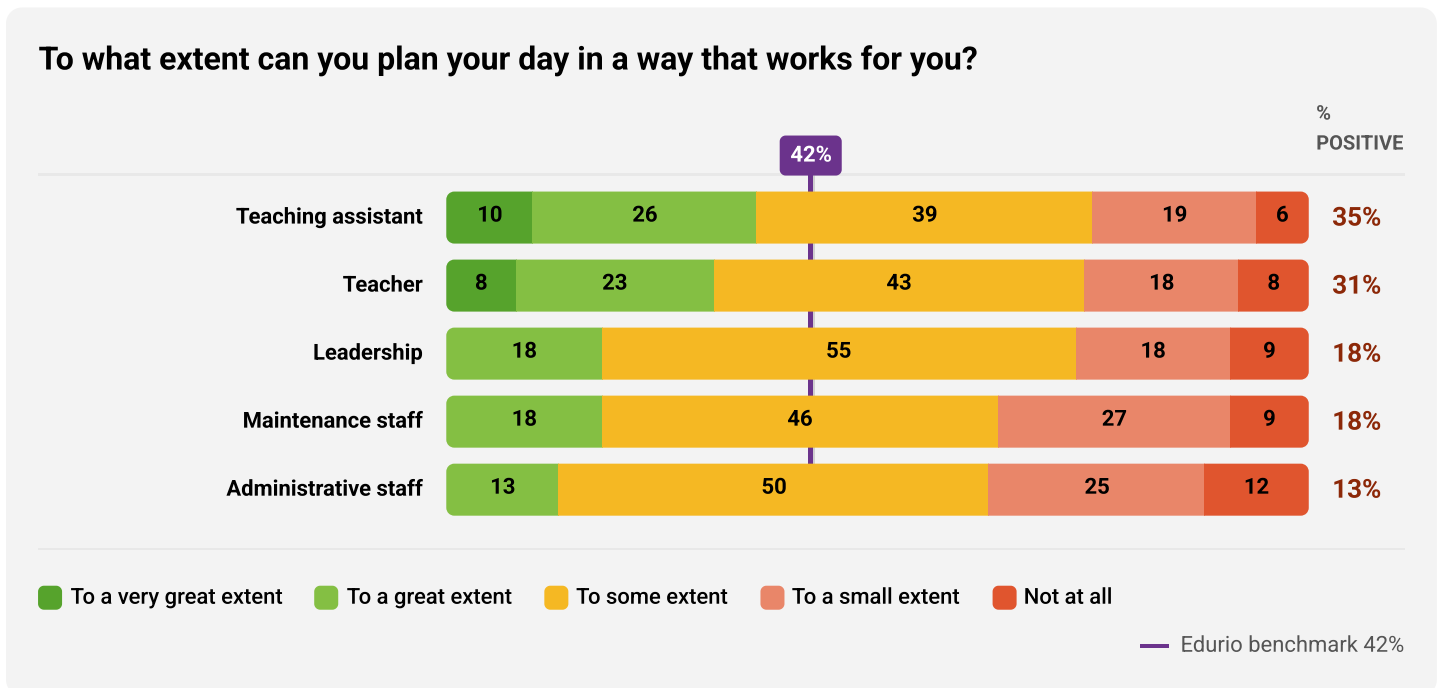
AREA: CLEAR GAP

Workload

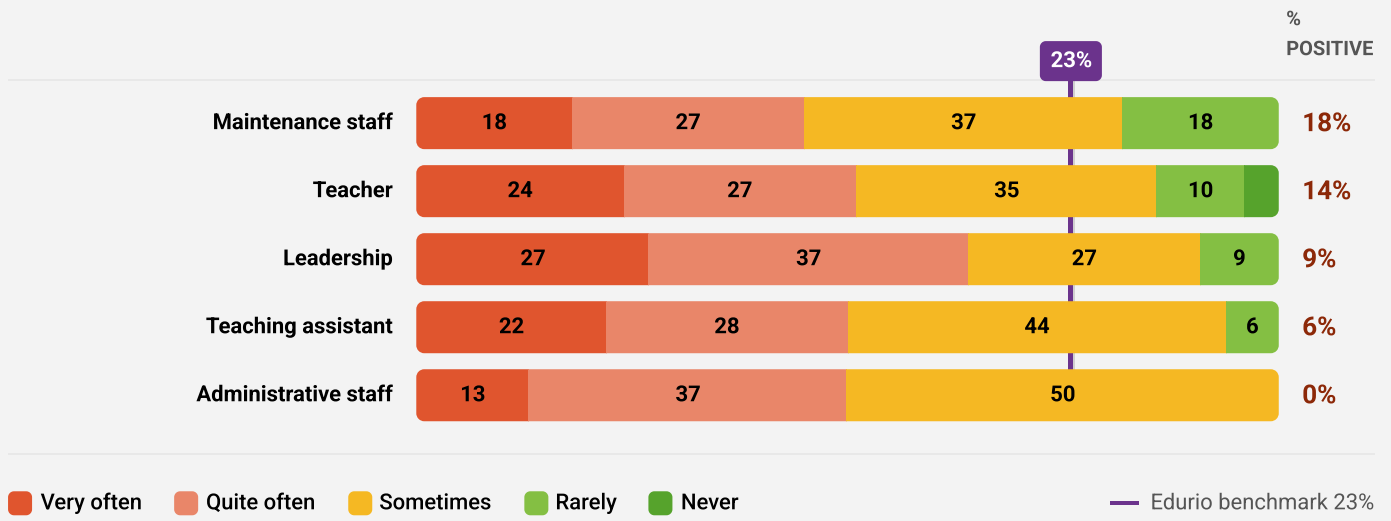
These are the overall results for the Workload module. They are notably below the benchmark. They are broadly in line with the previous results.

<p>25%</p> <p>Positive responses</p>	<p>+2%</p> <p>Difference from previous</p>	<p>-8%</p> <p>Difference from benchmark</p>
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Question	POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK
How easy is it to stay on top of your work responsibilities?	35%	-	+1%
To what extent can you plan your day in a way that works for you?	29%	0%	-13%
How often do you feel overworked?	11%	+3%	-12%



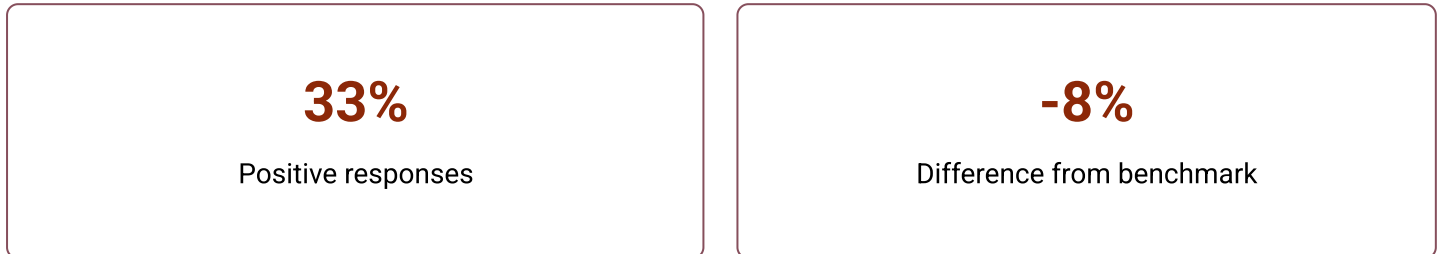
How often do you feel overworked?



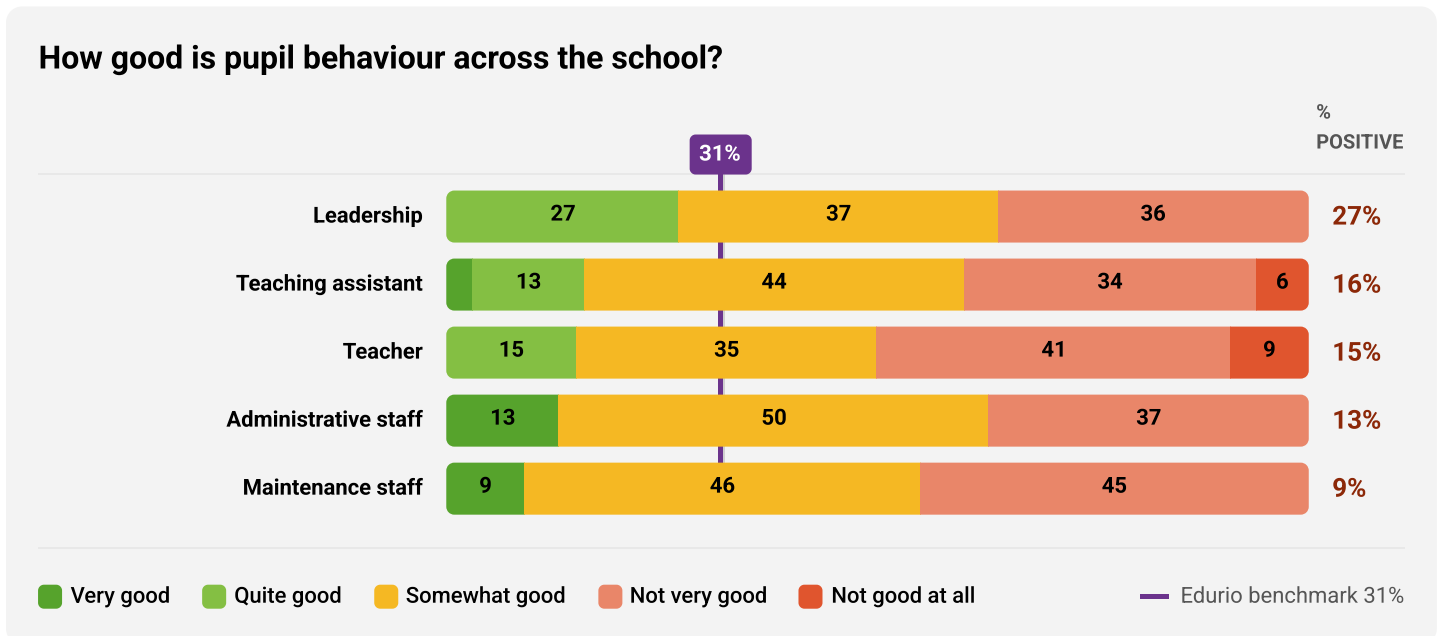
AREA: CLEAR GAP

Pupil behaviour

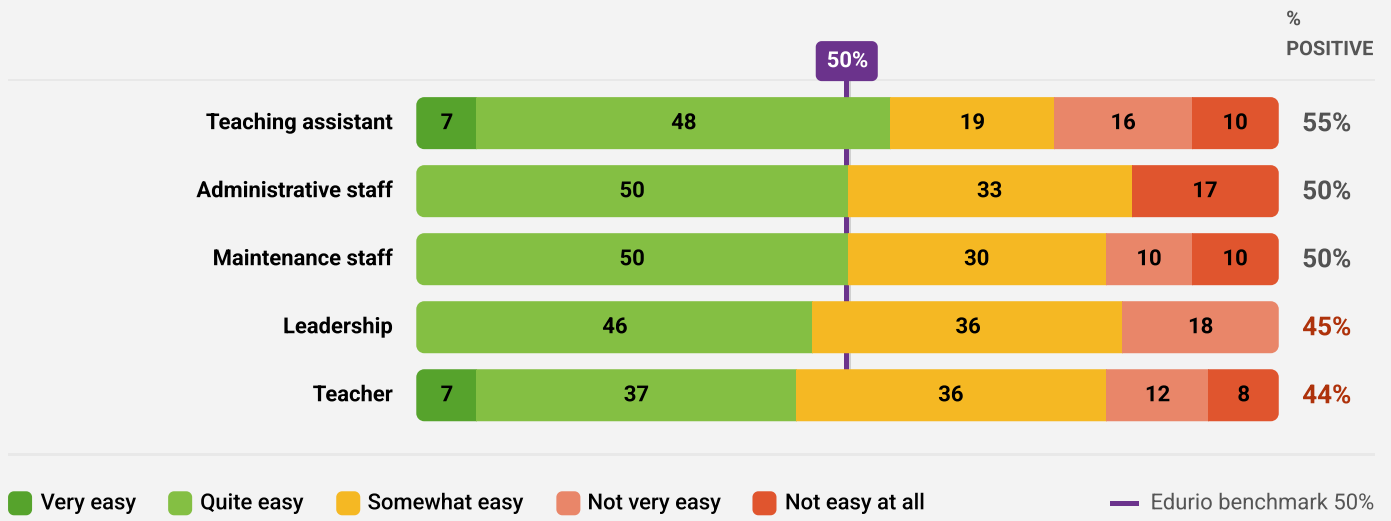
These are the overall results for the Pupil behaviour module. They are notably below the benchmark.



Question	POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK
How easy is it to get support with pupil behaviour?	46%	-	-4%
How good is pupil behaviour across the school?	15%	-	-16%
How often is your work disrupted by poor pupil behaviour?	37%	-	-4%



How easy is it to get support with pupil behaviour?



AREA: SIGNIFICANT DECREASE

This represents a major drop in scores. It suggests that a specific event or systemic issue may have strongly impacted confidence or morale.



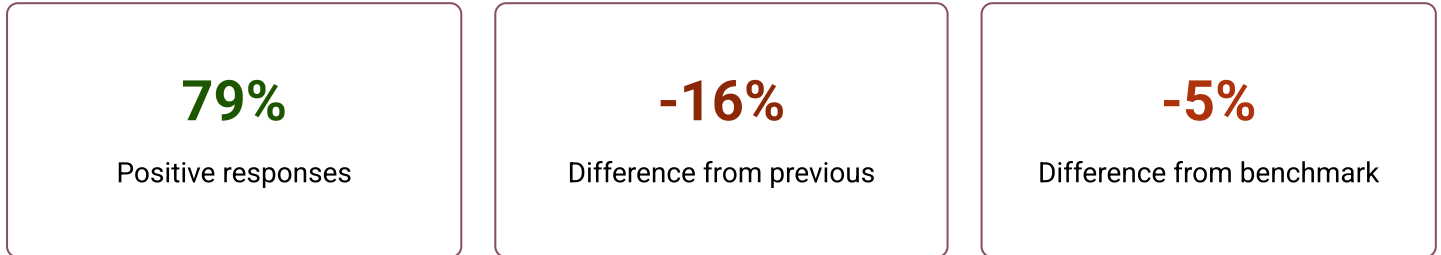
Staff support and relationships and Health and emotional wellbeing modules show a significant decrease in scores.

- **Prioritise:** This result invites urgent attention and deep listening.
- **Reflect:** Was there a specific event (e.g. restructuring, leadership change) that may have landed poorly? Are you in the middle of a major period of disruption?
- **Enquire:** Visible leadership and genuine listening are required here. The goal is to learn, not to blame. What can this result teach you about how to support your people through change?

AREA: SIGNIFICANT DECREASE

Staff support and relationships

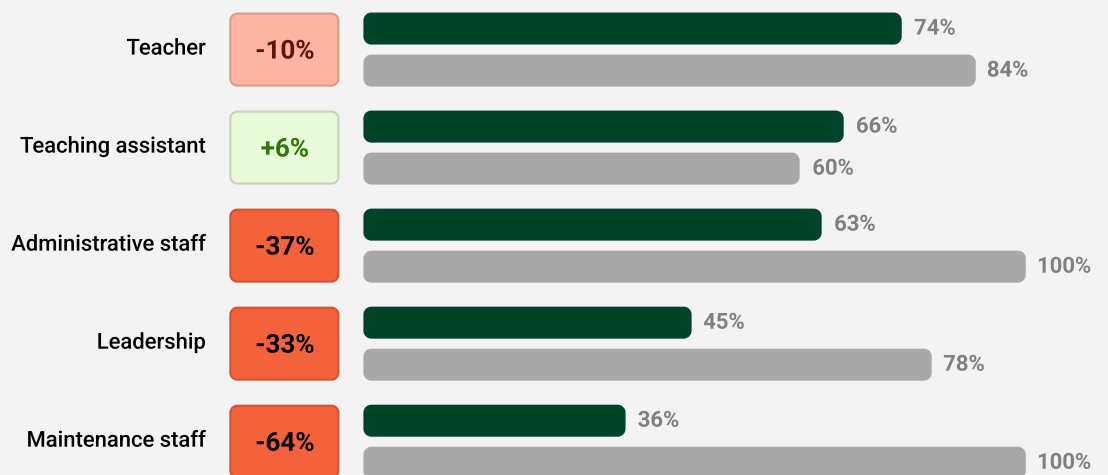
These are the overall results for the Staff support and relationships module. They are slightly lower than the benchmark. Compared with the previous results, there is a clear decrease.



Question	POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK
How comfortable are you with asking your colleagues for help when you need it?	85%	-	-2%
To what extent do you feel like a part of a team with your colleagues?	67%	-16%	-12%
How respected by your colleagues do you feel?	87%	-	0%

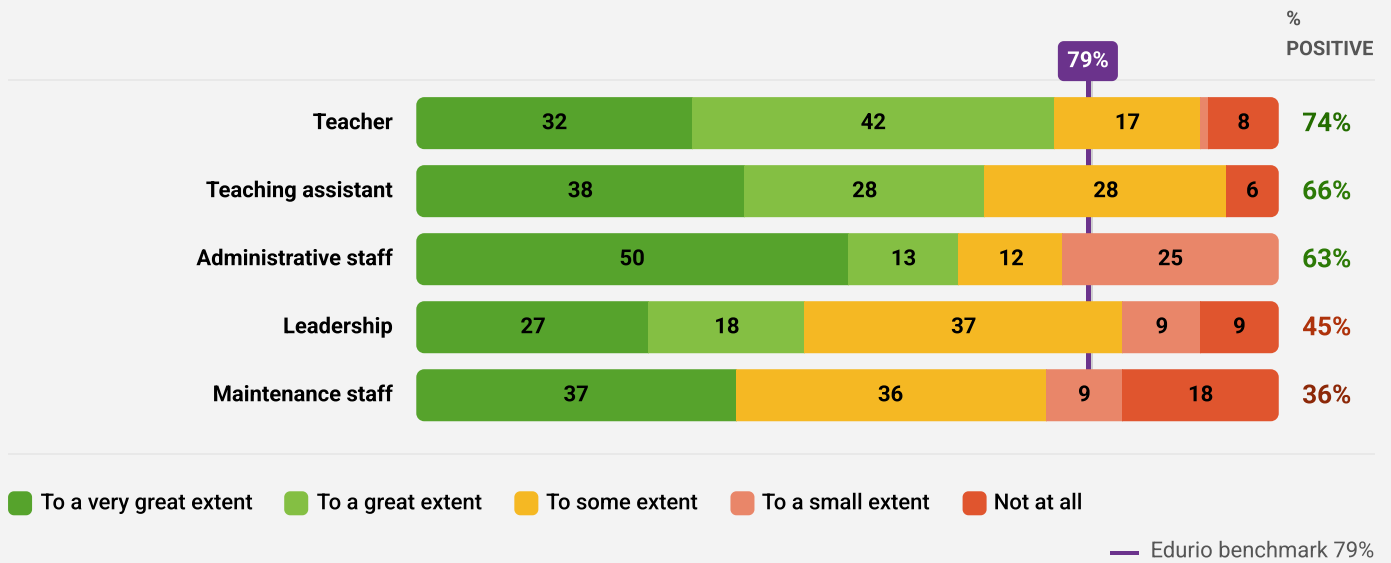
To what extent do you feel like a part of a team with your colleagues?

% responding 'To a very great extent' or 'To a great extent'

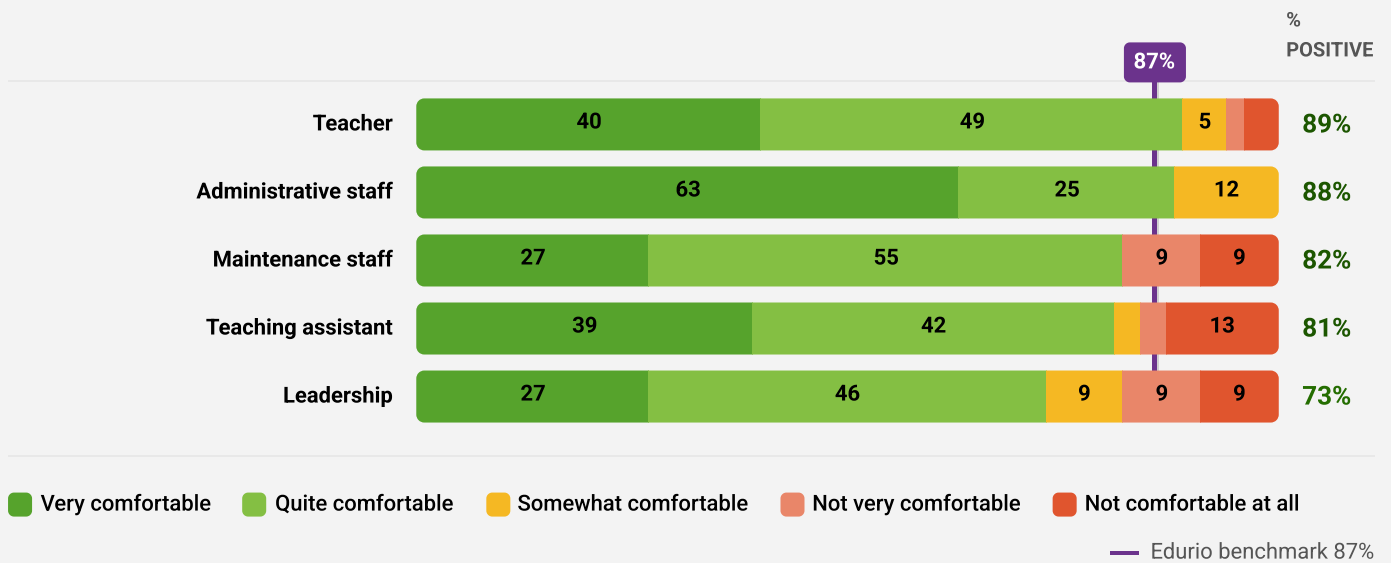


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To what extent do you feel like a part of a team with your colleagues?



How comfortable are you with asking your colleagues for help when you need it?



AREA: SIGNIFICANT DECREASE

Health and emotional wellbeing

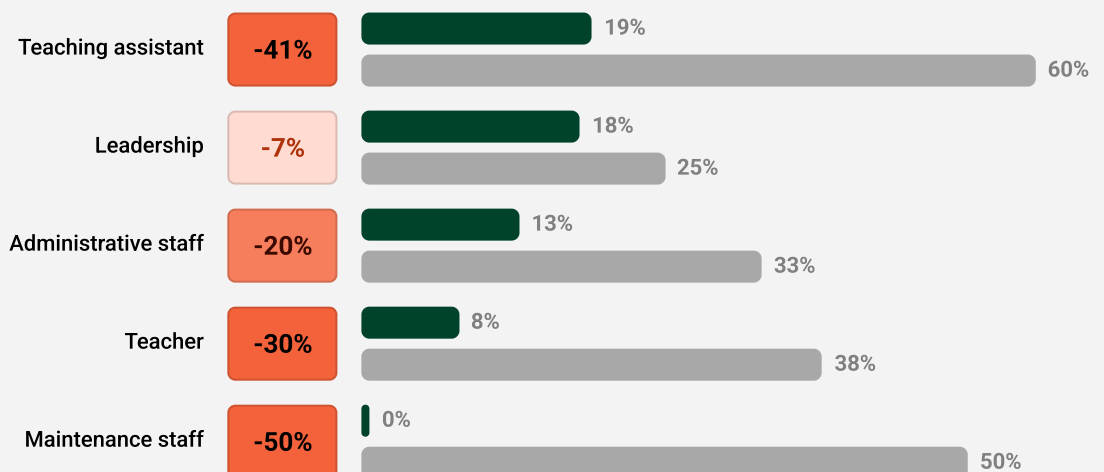
These are the overall results for the Health and emotional wellbeing module. They are significantly below the benchmark. Compared with the previous results, there is a clear decrease.



Question	POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK
How often have you felt stressed lately?	10%	-28%	-5%
Overall, how well do you feel lately physically and mentally?	34%	+4%	-14%
How well have you slept lately?	34%	-21%	-17%

How often have you felt stressed lately?

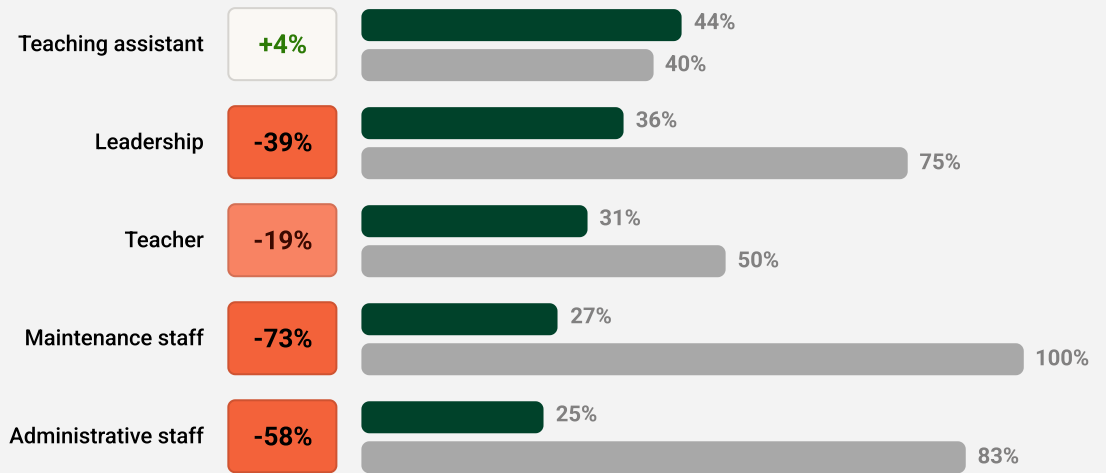
% responding 'Rarely' or 'Never'



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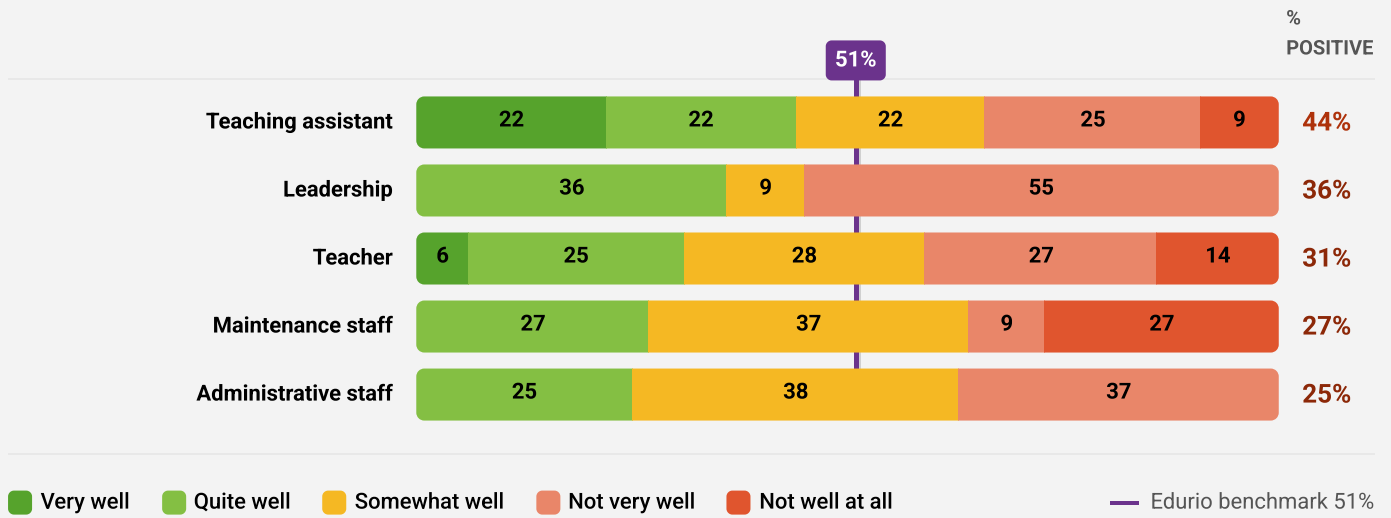
How well have you slept lately?

% responding 'Very well' or 'Quite well'

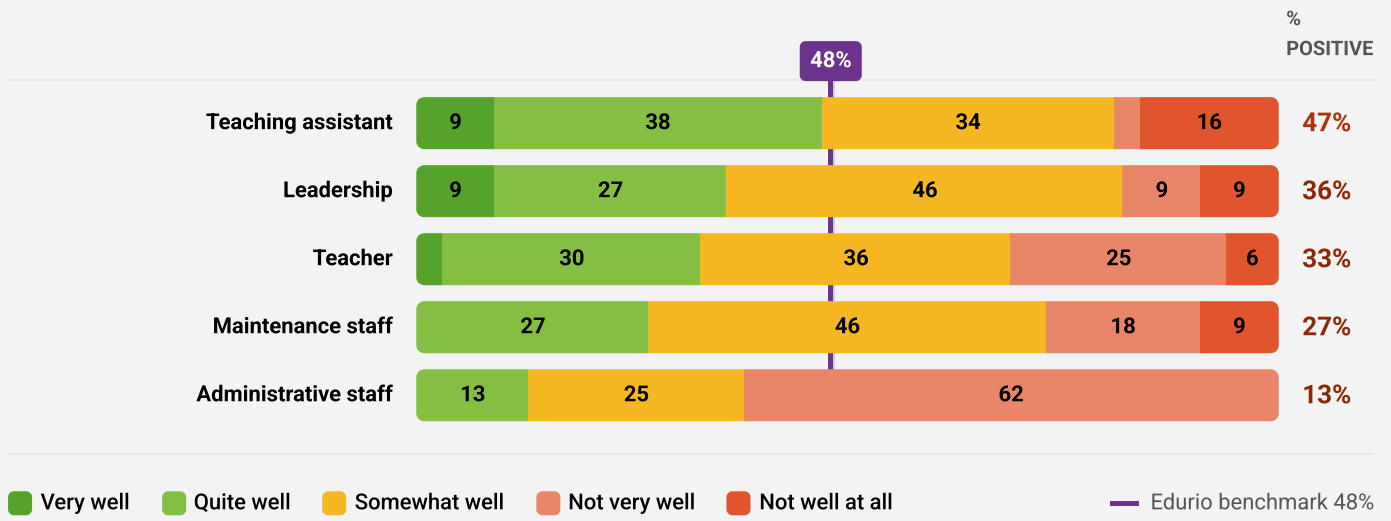


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How well have you slept lately?



Overall, how well do you feel lately physically and mentally?



AREA: SIGNIFICANT GAP

There is a notable gap between your results and those of the wider sector.



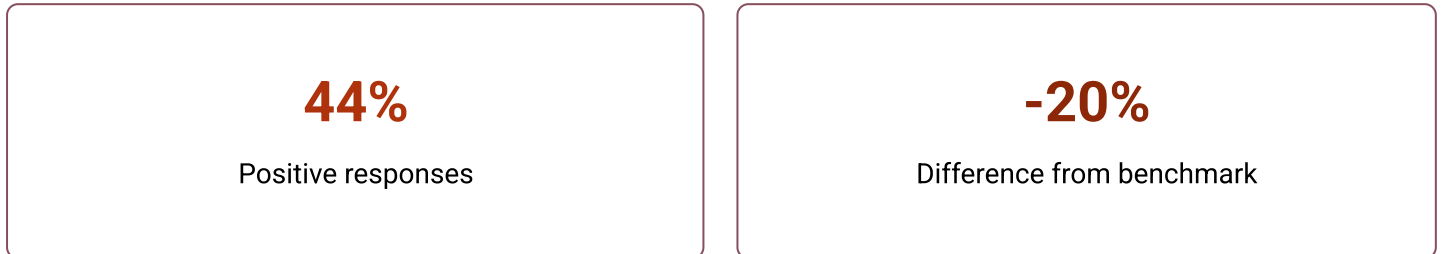
The *Trust perception* module shows a significant gap, with results far below the sector scores.

- **Confront:** This invites an honest evaluation of current practice. Your staff experience in this area differs greatly from sector standards.
- **Reflect:** Are resources significantly lower than the norm? Are expectations different?
- **Enquire:** This is a key area for growth. Approaching this with a learning mindset is crucial. Engage with staff to co-create a solution rather than imposing one.

AREA: SIGNIFICANT GAP

Trust perception

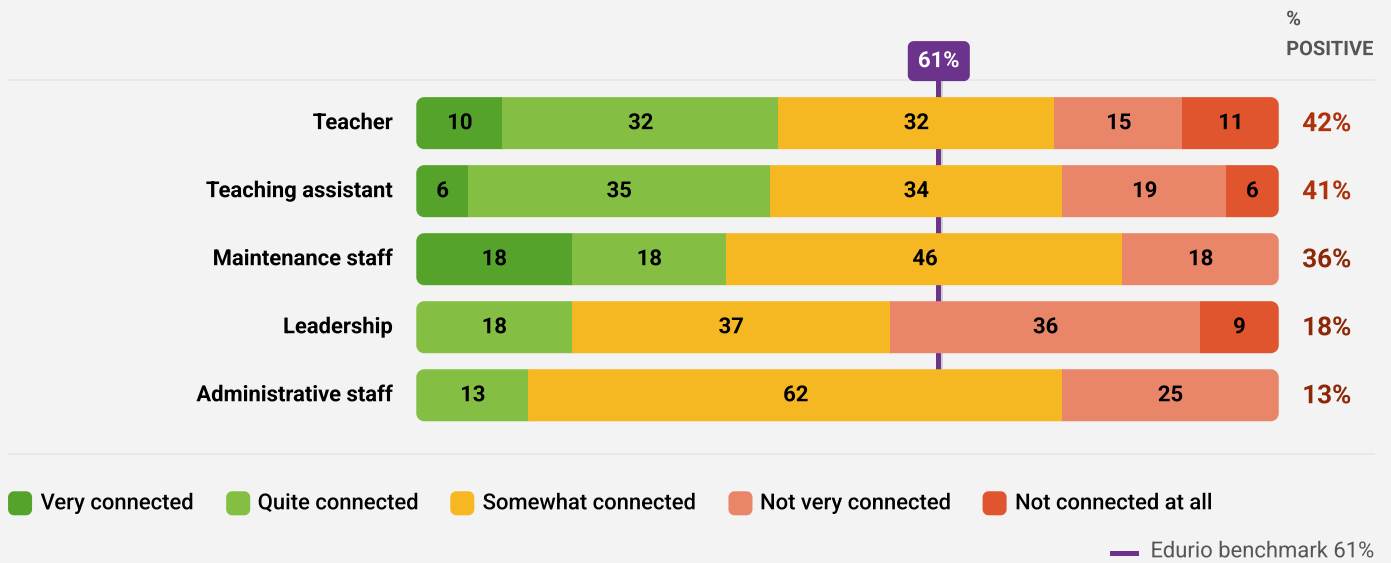
These are the overall results for the Trust perception module. They are notably below the benchmark.



Question	POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK
How connected to the Trust community do you feel?	37%	-	-24%
How well are knowledge and good practice shared across the Trust?	52%	-	-7%
How confident are you that being part of the Trust is beneficial?	42%	-	-28%



How connected to the Trust community do you feel?



RESULTS: OTHER MODULES

This section summarises the results for the remaining modules of the survey. These findings were less prominent than the focus areas discussed earlier, but remain relevant for a complete understanding of staff experience.

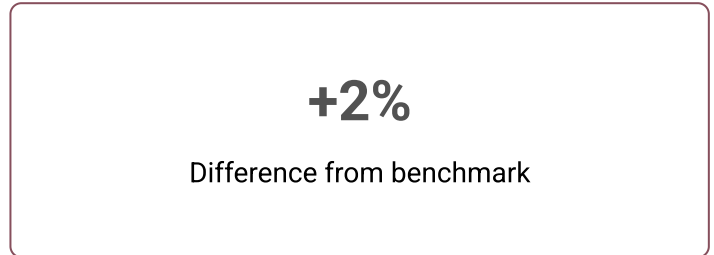
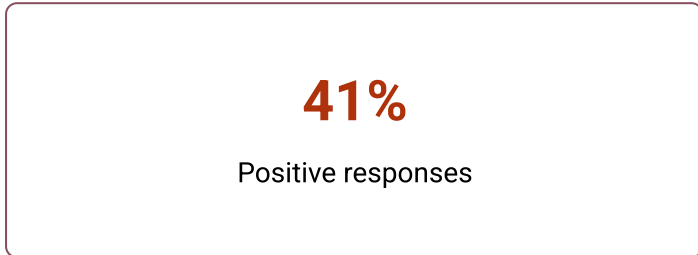
As you look through these results, consider:

- Are the scores aligned with your ambitions in these areas? If you were expecting change, has this been realised?
- What might you know or want to find out about the context (people, processes, events, etc.) of these modules to better understand these results?

RESULTS: OTHER MODULES

Leadership dynamics

These are the overall results for the Leadership dynamics module. They show general alignment with the benchmark.

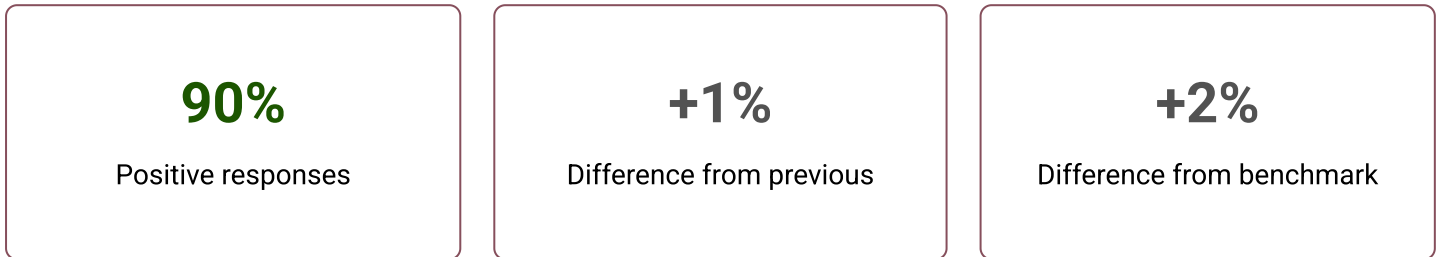


Question	POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK
How appreciated by the leadership do you feel for your work?	42%	-	+1%
How confident are you that the leadership understand your professional challenges?	29%	-	-3%
How comfortable do you feel about openly voicing work-related concerns to the leadership?	52%	-	+7%

RESULTS: OTHER MODULES

Safety

These are the overall results for the Safety module. They indicate broad consistency with the benchmark. Compared with the previous results, they are generally consistent.



Question	POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK
In the past three months, have you experienced any emotional or physical violence (e.g. bullying, threats) from a pupil?	81%	+4%	-5%
In the past three months, have you experienced any emotional or physical violence (e.g. bullying, threats) from a member of staff?	94%	+2%	+6%
In the past three months, have you experienced any emotional or physical violence (e.g. bullying, threats) from a pupil's family member?	94%	-2%	+5%

NEXT STEPS

Explore national staff insights and best-practice tips

You now have the data to understand the staff experience at South Central Academy. Use our insights reports and best-practice guides to compare your results with national trends and develop targeted strategies for improvement

School Staff Experience Report

See what's most changed in how staff describe work and culture in schools.

[Read the report →](#)

Listening and Acting on Feedback

Learn how award-winning schools turn staff feedback into real improvements.

[Get the guide →](#)

Actioning Staff Survey Results

Find out what actions to take after closing a staff survey to strengthen trust.

[Read the blog →](#)

Turn staff feedback into a plan for progress

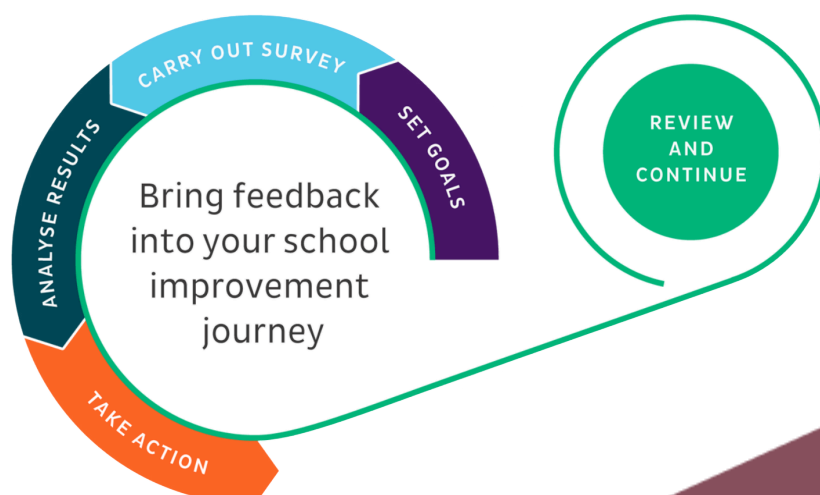
Moving from gathering data to taking action is the most important part of the school improvement process. Visit our Stakeholder Feedback Hub for practical tips and adaptable materials to help you turn survey results into meaningful change.

Visit the Hub for tips on:

[Effective survey analysis →](#)

[Communicating results with stakeholders →](#)

[Taking action to drive school improvement →](#)



EDURIO COMMUNITY: **BEST PRACTICE**

By interviewing a wide range of school and trust leaders over the years, we have gathered a wide collection of best-practice strategies for leadership, workload, wellbeing and more.

Balancing Teacher Workload

Read how the schools that received the Edurio Staff Workload Balance award approach workload challenges and staff wellbeing. The guide draws on interviews with 18 distinguished leaders from the award-winning schools and the trusts they are part of.

[Read more →](#)

Commitment to Strong Organisational Culture

See how leaders at Trinity Academy Leads create a supportive workplace by prioritising a "human-first" culture that grants staff agency over their schedules and reduces administrative burdens through centralised systems for behaviour and curriculum planning.

[Read more →](#)

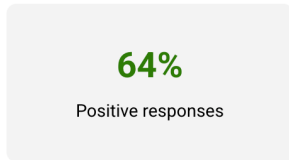
School Leadership Excellence

Discover how leaders at The Tiffin Girls' School foster a supportive environment through an accessible, "open-door" leadership style and a dedicated people team that prioritises proactive, empathetic communication.

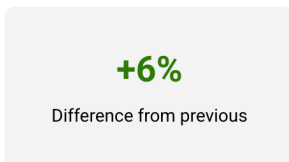
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HOW TO USE THIS REPORT

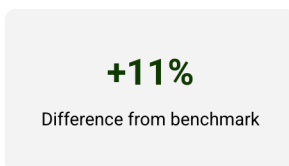
What the results show:



Positive responses are those that belong to the top half of the possible responses. If there is a neutral middle response (coloured in yellow) when the number of possible responses is odd, that answer is not included in the positive responses. In Edurio questions, these will usually be the top two answer options (coloured in green). The value is expressed as 0-100% where 0% indicates no positive responses and 100% indicates all responses positive. A higher positive percentage is always better, no matter how the question is formulated.



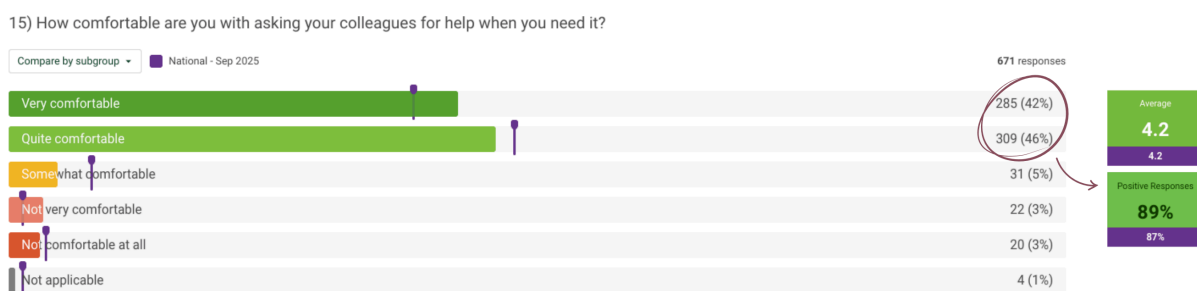
Comparison against previous results shows the difference in percentage points between your result and the previous survey results. The value is expressed as -100% to +100%



Comparison against benchmark shows the difference in percentage points between your result and the benchmark. The value is expressed as -100% to +100%.

How results are calculated

In the example below, the positive responses were calculated by using the following formula: $(285 + 309) / (671 - 4) = 89\%$.



Sample size is the number of respondents for your survey. **Response rate** is the percentage of people who finished the survey out of the total number that were eligible to participate. It does not include people who closed the survey without completing it in full. That said, their answers were saved by the platform. As a result, you might notice a higher respondent number to some of the survey questions. Higher response rates provide more reliability

